

WHAT IS CLAIMED:

- 1                   1.    An internet-based system for recruiting  
2    candidates for employment having at least one server  
3    computer operably connected to at least one database and  
4    serving a plurality of client computers, the at least one  
5    server computer being configured to:  
6                    receive input defining a plurality of employment  
7    requisitions wherein each employment requisition has  
8    associated candidate matching criteria;  
9                    host an interactive interface for presenting a  
10   plurality of candidates with an employment skills  
11   questionnaire;  
12                   assess each candidate based on a comparison  
13   between each candidate's employment skills and the candidate  
14   matching criteria; and  
15                   host an interactive interface for allocating the  
16   employer-hosted recruiting event invitations to candidates  
17   wherein the invitations are allocated based on the  
18   assessment.
- 1                   2.    The system of claim 1 additionally configured  
2    to host an interface for presenting a profile of each  
3    candidate wherein each profile comprises an assessment of  
4    how well a candidate's employment skills match the candidate  
5    matching criteria.
- 1                   3.    The system of claim 2 wherein each candidate  
2    profile additionally comprises an assessment of the  
3    candidate's leadership behaviors based on the skills  
4    questionnaire.

1           4.    The system of claim 1 additionally configured  
2   to host an interface for defining and scheduling the  
3   employer-hosted recruiting events.

1           5.    The system of claim 1 additionally configured  
2   to host an interface for receiving an assessment of each  
3   candidate attending an employer-hosted recruiting event.

1           6.    The system of claim 5 wherein the assessment  
2   comprises an assessment of a candidate's interview  
3   performance.

1           7.    The system of claim 5 wherein the assessment  
2   comprises an assessment of a candidate's performance during  
3   a group observation exercise.

1           8.    The system of claim 5 wherein the assessment  
2   comprises a placement recommendation for the candidate  
3   wherein the recommendation is based on the candidate's  
4   discussions with a mentor.

1           9.    The system of claim 5 additionally configured  
2   to host an interface for presenting each candidate's  
3   assessment in real-time during the employer-hosted  
4   recruiting event.

1           10.   The system of claim 9 additionally configured  
2   to host an interface for selecting candidates for hire based  
3   on the assessment wherein the system automatically sends  
4   selected candidates an offer letter in an electronic format  
5   prior to the conclusion of the employer-hosted recruiting  
6   event.

1           11. The system of claim 1 additionally configured  
2 to host an interface for defining a plurality of university-  
3 specific recruiting web pages wherein each page comprises  
4 information for candidates regarding recruiters and on-  
5 campus recruiting activities at their university.

1           12. The system of claim 1 additionally configured  
2 to host an interface for defining hiring objectives wherein  
3 the hiring objectives comprise a target number of hires and  
4 diversity initiatives.

1           13. The system of claim 12 wherein the interface  
2 for defining hiring objectives presents a recruiting status  
3 report indicating the degree to which the hiring objectives  
4 have been met.